

A M E N D E D
A G R E E M E N T
#217
BETWEEN

BOROUGH OF MAYWOOD

-AND-

TEAMSTERS LOCAL NO. 97 OF NEW JERSEY

Affiliated With

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

X January 1, 1989 through December 31, 1991

TABLE OF CONTENTS

<u>TITLE</u>	<u>PAGE</u>
ARTICLE 1 - UNION RECOGNITION	1
ARTICLE 2 - VISITATION AND BULLETIN BOARD	2
ARTICLE 3 - STEWARDS	2
ARTICLE 4 - GRIEVANCES	3
ARTICLE 5 - MANAGEMENT	5
ARTICLE 6 - SENIORITY	6
ARTICLE 7 - POSTING	8
ARTICLE 8 - LOSS OF SENIORITY	8
ARTICLE 9 - DISCHARGE AND DISCIPLINE	9
ARTICLE 10 - DIVISION OF WORK	10
ARTICLE 11 - HOURS OF WORK	10
ARTICLE 12 - REST PERIODS - WASH-UP	12
ARTICLE 13 - SNOW REMOVAL	12
ARTICLE 14 - OVERTIME	13
ARTICLE 15 - STAND-BY PAY	14
ARTICLE 16 - CALL BACK TIME	15
ARTICLE 17 - SICK LEAVE AND BEREAVEMENT	15
ARTICLE 18 - VACATIONS	17
ARTICLE 19 - HOLIDAYS	20
ARTICLE 20 - WORK CLOTHES	20
ARTICLE 21 - SAFETY	21
ARTICLE 22 - WELFARE AND LONGEVITY	21
ARTICLE 23 - STRIKES AND WORK STOPPAGE	22
ARTICLE 24 - DEDUCTION OF UNION DUES	24
ARTICLE 25 - EMERGENCIES	25
ARTICLE 26 - AGREEMENT TERMINATION	26
ARTICLE 27 - COMPLETENESS OF AGREEMENT	26
ARTICLE 28 - DESIGNATION LEAD MEN - TOOLS - PROBATION PERIOD - REFERENCE TO OTHER DOCUMENTS	27
ARTICLE 29 - RETIREMENT	28
ARTICLE 30 - MUNICIPAL SANITATION CONTINGENCY	29
ARTICLE 31 - SALARIES	29
ARTICLE 32 - MISCELLANEOUS	30

SCHEDULE "A" - HOURLY WAGE SCHEDULE

SCHEDULE "B" - SALARY SCHEDULE

T H I S A G R E E M E N T made this day of
1989, between the BOROUGH OF MAYWOOD, a Municipal corporation, in
the County of Bergen and State of New Jersey, hereinafter
referred to as the BOROUGH; and the TEAMSTERS LOCAL NO. 97 OF NEW
JERSEY, affiliated with the INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
hereinafter referred to as the UNION.

WHEREAS, it is the intent and purpose of the parties hereto
to promote the harmonious relations between the Employer,
BOROUGH, and the employees of the Department of Public Works and
to establish a basic understanding relative to rates of pay,
hours of work and other conditions of employment consistent with
the law, and to promote and improve further employee efficiency
and productivity;

NOW THEREFORE, the parties hereto mutually agree as follows:

ARTICLE 1

UNION RECOGNITION

The Borough recognizes the Union as the exclusive
representative, as certified on April 3, 1974, by the New Jersey
Public Employment Relations Commission, for the purpose of
collective negotiation with respect to the terms and conditions
of employment of all employees herein.

ARTICLE 2

VISITATION AND BULLETIN BOARD

A. The UNION representative will be permitted to visit UNION stewards for the purpose of discussing UNION business.

B. The BOROUGH shall supply one (1) bulletin board for the purpose of the UNION to be placed in a conspicuous location in the BOROUGH Garage which shall be used for the use of the UNION for the posting of notices and bulletins pertaining only to UNION matters. All such bulletins must be posted only upon the authority of officially designated UNION representatives. However, any bulletins deemed controversial must have the approval of the Department of Public Works Committee or the Mayor and Council.

ARTICLE 3

STEWARDS

A. The BOROUGH recognizes the right of the UNION to designate two (2) Stewards and one (1) alternate for the enforcement of this Agreement. The UNION shall furnish the BOROUGH with a written list of the stewards and the alternate and notify the BOROUGH of any changes.

B. The authority of the Steward and the alternate so designated by the UNION in the absence of the Steward shall be

limited to and shall not exceed the following duties and activities:

- 1) The investigation and presentation of grievances in accordance with the provisions of this Agreement.
- 2) The designated UNION Steward or the alternate, in his absence, shall be granted a reasonable period of time with pay during work hours necessary to investigate and seek to settle grievances.

ARTICLE 4

GRIEVANCES

A. For the purpose of this Agreement, the term, "grievance", means any difference or dispute between the BOROUGH and the UNION, or between the BOROUGH and any employee with respect to the interpretation, application or violation of any of the provisions of this Agreement, other than the provisions of Article 5. Any difference or dispute as to whether a matter is grievable or arbitrable shall not be subject to the grievance procedure set forth herein.

B. The procedure for settlement of grievances shall be as follows:

Step 1. Within ten (10) days of the occurrence of the grievance, as said term is defined hereinabove, the

aggrieved employee shall discuss his problem with his UNION Steward and the Superintendent of Public Works (hereinafter referred to as "Superintendent", who shall attempt to settle the problem within forty-eight (48) hours from the time it was first presented.

Step 2. If the grievance is not resolved in Step 1, it shall be reduced to writing by the aggrieved employee, in a form approved by both the BOROUGH and UNION. The aggrieved employee shall deliver a copy of the written grievance form to the BOROUGH Clerk, within three (3) days of the meeting set forth in Step 1. The Clerk shall immediately forward one (1) copy to the Mayor and Council. The Mayor and Council shall meet with a UNION Official and attempt to resolve the problem within seven (7) days from the date the written grievance was received by the BOROUGH Clerk. The foregoing seven (7) day period may be extended by mutual agreement between the UNION Official and the Mayor and Council, or for good cause shown by either of them. Resolution of grievances shall be reduced to writing as well as the failure of the parties to resolve such grievance.

Step 3. In the event a satisfactory solution is not arrived at in Step 2, either party shall have the right to submit the grievance to a final and binding

arbitration providing a notice in writing to that effect is served by either party on the other within seven (7) days from the meeting set forth in Step 2. The cost of the Arbitrator shall be borne by the parties hereto.

C. Any employee shall have the right to process his own grievance provided that a representative of the UNION is present and provided that any agreement reached with such employee is not violative of the Agreement.

D. If the grievance is not appealed to the next step within the specified time limit or any agreed to extension, thereof, it shall be considered settled on the basis of the BOROUGH'S last answer.

E. In the event that an employee shall process his own grievance as provided for in Article 4, Paragraph C. then and in that event, during the time in which the employee is processing his own grievance, he shall not be entitled to compensation.

F. In the interest of mutual benefit to the UNION and the BOROUGH, every effort shall be made to resolve any grievance during Step 1 of this procedure.

ARTICLE 5

MANAGEMENT

A. Nothing in this Agreement shall interfere with the right of the BOROUGH to promulgate and enforce rules and regulations to:

1. Carry out the statutory mandate and goals assigned to the BOROUGH utilizing personnel, methods and means in the most appropriate and efficient manner possible.

2. Hire, promote, transfer, assign or retain employees in positions within the BOROUGH and, in that regard, to establish reasonable work rules.

3. Suspend, demote, discharge or take other appropriate disciplinary action against an employee for just cause; or to lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive.

B. All such rules and regulations shall be observed by the employees.

ARTICLE 6

SENIORITY

A. It is hereby agreed that the parties hereto recognize and accept the principle of seniority in all cases of transfer, promotions, assignment of schedules, lay-offs and recalls. In all cases, however, ability to perform the work in a satisfactory manner will be a factor in designating the employee to be affected.

B. An employee shall be deemed a probationary following his regular appointment to a permanent position during his trial

period, three (3) months. The trial period may be extended an additional three (3) months at the option of the BOROUGH, who shall give notice in writing to the UNION of their intention to extend said trial period. Employees may be dismissed without recourse during the probationary period for reasons relating to the employee's qualifications and work record.

C. The seniority of any employee is defined as the length of service as a BOROUGH employee dating back to his date of hire and not the date he was appointed.

D. In the event of lay-offs and rehiring, the last person hired in the job classification affected shall be the first to be laid off, and the last person shall be the first to be recalled in accordance with his seniority in his classification, provided the more senior employee is able to do the available work in a satisfactory manner.

E. When promotions to a higher labor grade or transfers to another grade are in order, the BOROUGH shall make such promotions or transfers from among its regular employees; considerations for such promotions or transfers shall be based on seniority and ability to perform the work, and if an employee so promoted or transferred is not deemed qualified after a thirty (30) day trial period, the BOROUGH may remove him and retransfer him to his former position.

F. The BOROUGH shall prepare and forward to the UNION a seniority list of employees by classifications. Seniority lists shall be updated when necessary and shall be posted on the UNION Bulletin Board showing the employees' names, classifications and seniority dates.

ARTICLE 7

POSTING

A. All new vacant positions shall be posted on the UNION Bulletin Board for a period of one (1) week. Employees applying for such vacancies shall make a request in writing to the Superintendent. Efforts will be made to fill vacancies from within the bargaining unit, with seniority employees given preference, providing such senior employees have the necessary qualifications for positions.

ARTICLE 8

LOSS OF SENIORITY

A. Seniority shall be lost by an employee for the following reasons:

1. Voluntary quitting. Failure to report back for work no later than the beginning of the next work week following the conclusion or termination of a sick leave, with or without pay, shall be deemed to constitute a voluntary quitting.

2. Discharge for cause.

3. Failure to report for work within twenty-four (24) hours when called back (after lay-off) after receipt of telegram or registered letter unless such failure is mutually agreed between the BOROUGH and the UNION to be excusable. A copy of the Notice of Failure to Report shall be sent to the UNION Steward for his records.

4. Failure to be called back to work for a period of twelve (12) months after lay-off, unless a greater period of time is established by agreement between the BOROUGH and the UNION.

5. In the event disciplinary action against an employee results in suspension for two (2) weeks or more in one month, the employee shall lose one (1) month of seniority.

ARTICLE 9

DISCHARGE AND DISCIPLINE

A. Except as otherwise provided in the Agreement, no permanent employee shall be discharged, suspended or otherwise disciplined without just cause. The BOROUGH shall notify the UNION at the time if disciplinary action is taken.

B. A grievance by an employee claiming that he has been unjustly discharged or suspended must be submitted to the BOROUGH Clerk in writing within five (5) working days of the disciplinary action. All proceedings thereafter shall be in accordance with Article 4.

C. Any employee whose appeal has been sustained shall be returned to his former position and compensated at his regular rate for any time lost during the period of such dismissal, unless otherwise ordered by the arbitrator or the Mayor and Council, upon adjustment resulting from successful or partially successful grievance.

D. Disciplinary warnings will be issued in writing to the employee with a copy to the UNION.

ARTICLE 10

DIVISION OF WORK

A. Employees outside the bargaining unit shall not perform any work customarily performed by workers covered by this Agreement except as may be required.

1. To instruct employees;
2. In an emergency;
3. To assist employees;
4. In the case of temporary summer help;
5. In such cases which the BOROUGH deems necessary.

ARTICLE 11

HOURS OF WORK

A. This Article is intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or days of work per week and shall not apply to part-time work.

B. The basic work week shall consist of forty (40) hours from Monday to Friday inclusive. The basic work day shall consist of eight (8) hours per day exclusive of a thirty (30) minute lunch period.

C. The normal starting time shall be 8:00 A.M. for road workers, who shall have a quitting time of 4:30 P.M.

D. Sweeper-operators shall be subject to such hourly assignments as may be designated by the Superintendent.

E. The above starting and quitting time may be varied for seasonal operations or in emergency by the BOROUGH.

F. TARDINESS. It is agreed that the BOROUGH will permit a five (5) minute grace period for lateness to the employees. However, if the employee is late fifteen (15) minutes or more, the employee shall lose pay for one-half (1/2) hour or the actual time late, whichever is greater, and computed in quarter-hourly intervals, as is the present bookkeeping practice, e.g., an employee who is thirty-two (32) minutes late shall not receive pay for the first forty-five (45) minutes of the work day. In the event an employee fails to notify the Superintendent of his reason for being late, the Superintendent shall have the right to disallow an employee to work on such day. If an employee will be absent on any given work day, he shall, no later than thirty (30) minutes after the start of the tour time for such day, notify either the Superintendent or the BOROUGH Clerk of the reason for his absence. Any employee failing to so notify the BOROUGH is subject to disciplinary action.

ARTICLE 12

REST PERIODS - WASH-UP

A. All employees shall receive two (2) rest periods each day without deduction in pay; one twenty (20) minute rest period between 2:15 P.M. and 2:35 P.M., unless otherwise designated by the Superintendent or the Foreman.

B. All employees shall receive two (2) wash-up periods each day without deduction in pay; one ten (10) minute period before lunch hour, and one ten (10) minute period immediately before quitting.

ARTICLE 13

SNOW REMOVAL

A. The BOROUGH shall not summon or hire outside employees for snow removal until all trained unit members are working, or reasonable attempts have been made by the BOROUGH to notify trained unit members that such work is available and, if so notified, the work refused.

B. At least one (1) unit member must be in each truck during snow removal, if available.

C. There shall be two (2) men per truck during snow removal unless there is an insufficient number of men available.

D. Supervisory or management personnel shall not be precluded from operating trucks or other equipment in the event that their services are required.

E. Employees performing snow work shall be entitled to rest periods as follows:

Work 4-6 hours	3 hours rest
Work 6-11 hours	4 hours rest
Work 11 or more	6 hours rest

In addition, if employee's rest period overlaps his normal shift, he shall be paid for the shift time at regular rates.

F. Except as otherwise herein provided, past practices shall be followed for snow removal as may be determined in the exclusive judgment and discretion of the Superintendent of Public Works.

ARTICLE 14

OVERTIME

A. The standard work week (with the exception of summer help) shall commence on Monday and end after working hours on Friday, and during that time an employee shall be required to work forty (40) hours, consisting of five (5) eight (8) hour days.

B. All work performed in excess of a work day or a work week, as defined in Paragraph "A" above, shall be considered overtime and shall be compensated for at the rate of time and one-half, that is employees will be paid at the overtime pay rate for hours worked in excess of an eight (8) hour day on any given work day.

C. All work performed on holidays is automatically time and one-half plus the holiday pay (regular time).

D. All overtime pay earned shall be paid within one (1) month of the time earned.

ARTICLE 15

STAND-BY PAY

A. During the term of this Contract, in the event an employee is required to stand-by for an entire weekend, he shall be entitled to the following sums:

<u>Days</u>	<u>Effective</u>	<u>Effective</u>
	January 1, 1989	January 1, 1991
Friday Stand-By	\$27.50 per day	\$30.00 per day
Saturdays, Sundays and Holidays	\$35.00 per day	\$37.50 per day

B. When an employee has been placed on "stand-by", he must make himself available for work; and if called by the Superintendent or his designee, he shall report for work immediately. In the event that such employee is not able to report for work, he shall obtain a replacement to work in his stead from the roster of employees of the Department of Public Works capable and qualified to perform the work for which he is standing by. In such case, the stand-by employee who is unable



to report shall not receive stand-by pay for such day, but the daily stand-by pay shall be paid to the substitute employee who reports in his stead. A replacement shall be allowed only on notice to the Shop Steward, who must approve such replacement. Stand-by personnel or their replacement shall not be paid if they fail to report when called.

ARTICLE 16

CALL BACK TIME

Any employee who is called back after completing his regularly scheduled shift shall be entitled to be compensated at the rate of one and one-half (1-1/2) times the straight-time hourly rate of pay, with a minimum guarantee of three (3) hours work, or three (3) hours pay in lieu thereof. A second call back prior to commencement of the employees next succeeding regularly scheduled shift shall be paid for at the rate of one and one-half (1-1/2) times his regular hourly pay for only those hours or parts thereof worked.

ARTICLE 17

SICK LEAVE AND BEREAVEMENT

A. Permanent employees who have completed at least three (3) months of service may be granted sick leave with pay, in

accordance with the following schedule of allowances, because of sickness or disability not incurred in the line of duty:

<u>Period of Employment</u>	<u>Sick Leave With Pay</u>
3 months but less than 1 year	5 days
1 year but less than 2 years	10 days
2 years or more	15 days

B. (1) With regard to illness or injury which is not service connected, each employee with two (2) or more years of service shall be entitled to fifteen (15) sick days with pay during each calendar year, and if an employee does not use all of the said sick days, he shall be permitted to accumulate his unused sick days to a total of not more than one hundred-eighty (180) total accumulated sick days permitted herein. Sick days which an employee has accumulated under previous agreements shall be carried over provided same does not exceed the total accumulated sick days permitted herein.

(2) Commencing in the calendar year 1979, at the end of each year, employees may elect to be paid for fifty (50%) percent of their unused sick time for the calendar year. Employees must make such election in writing addressed to the Superintendent within fourteen (14) days of the close of the calendar year. In the absence of written election to accept pay for fifty (50%) percent accumulated unused sick leave, the employee shall be deemed to have elected to accumulate his unused sick leave as set forth in Paragraph "B" above.

C. Sick leave with pay is hereby defined to mean a necessary absence from duty due to illness or injury.

D. An employee absent on sick leave shall submit acceptable medical evidence substantiating the illness or injury after three (3) days, if requested by the Superintendent.

E. In case of serious illness or death of a member of the immediate family of any employee, emergency leave of a maximum period of four (4) days may be granted by the Superintendent, in his discretion.

A "member" of the employee's immediate family shall be defined to include wife, husband, child, father, mother, brother, sister, mother-in-law, father-in-law, grandmother and grandfather.

Any action of the Superintendent granting or denying such leave shall be subject to review by the Department of Public Works Commissioner and/or the Mayor and Council.

The aforesaid maximum period of four (4) days of emergency leave may be extended for good cause, but only by the Mayor and Council.

ARTICLE 18

VACATIONS

A. All permanent full-time employees covered by this

Agreement shall be granted an annual leave for vacation as follows:

<u>Length of Service as of Date of Request for Vacation</u>	<u>Work Weeks of Vacation as accrued)</u>
6 months but less than 1 year	1
1 year or over but less than 5 years	2
5 years or over but less than 10 years	3
10 years or over but less than 20 years	4
20 years or over	5

Eligibility for vacations shall be computed as of the first day of the month in which the employee was hired, provided that the employee has worked more than half the working days that month; otherwise, eligibility for vacations shall be computed as of the first day of the month following the month in which the employee whose length of service shall be six (6) months, but less than one (1) year, chooses to take one (1) week's vacation as his entitlement in the schedule aforesaid, but then shall accrue during the remaining portion of the calendar year an additional one (1) week's vacation, he shall be entitled to only two (2) weeks' vacation during the entire calendar year. Such employee shall not be permitted to take the additional week of accrued vacation until such time as he should become eligible hereunder. This construction shall apply to all employees who shall receive vacation during the entire calendar year. Such employee shall not be permitted to take the additional week of accrued vacation until such time as he should become eligible

hereunder. This construction shall apply to all employees who shall receive vacation during the entire calendar year. Such employee shall not be permitted to take the additional week of accrued vacation until such time as he should become eligible hereunder. This construction shall apply to all employees who shall receive entitlement to an additional week's vacation by virtue of their entering the higher category of length of service during the calendar year, but subsequent to their initial vacation period.

B. An employee entitled to vacation pay may request and be granted such pay prior to taking the same, provided such employee shall give at least two (2) weeks notice to the **BOROUGH** Clerk prior to the pay period preceding said vacation.

C. All applications for vacations shall be filed before May 31st of each year with the Superintendent. The Superintendent shall have the discretion to identify "prime-time", during which vacations shall not be permitted except for pressing cause. Any employee who requests a vacation during such "prime-time", shall confer with the Superintendent at the earliest possible time to determine whether or not vacation can be reasonably given during the requested vacation period. The Superintendent shall not withhold vacation unreasonably, but shall exercise the best judgment possible considering the needs of the employee and the labor requirements of the **BOROUGH**.

ARTICLE 19

HOLIDAYS

A. Notwithstanding the provision of the A.M.I., each full-time employee covered by this Agreement shall receive holiday pay equal to one (1) days' pay at eight (8) hours straight-time without work during the following days:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	General Election Day
Memorial Day	Thanksgiving Day and day after
1/2 day before New Year's Day	1/2 day before Christmas Day Christmas Day

ARTICLE 20

WORK CLOTHES

The BOROUGH will provide the following work clothes for each permanent employee:

1. Gloves
2. Rain Gear
3. Boots
4. Winter Jackets
5. Uniforms
6. Safety Glasses
7. Hard Helmets
8. Lockers
- **9. Two (2) Pairs of Safety shoes per year
(Employees shall obtain said shoes from designated vendor at the then current price for shoes of the same quality as currently used. If employee chooses to use another vendor and obtains shoes of higher quality or increased price, the employee shall be responsible for the difference in price.)

**Road men shall be authorized to obtain two (2) pairs of safety shoes per year, provided that the BOROUGH shall not reimburse employees for the purchase of safety shoes for replacement until ninety (90) days after the purchase thereof, on condition that the employee is still employed by the BOROUGH at the time the reimbursement may be sought.

Employees shall give proof to the Superintendent that the above articles issued to them have been destroyed or worn out, prior to replacement, by returning the same to him, if possible.

ARTICLE 21

SAFETY

Upon the execution of this Agreement, a Safety Committee shall be appointed, consisting of one (1) member of the UNION, appointed by UNION members, one (1) member of the Council, and one (1) member in a supervisory capacity, both appointed by the Governing Body. The Safety Committee shall investigate whether there are any conditions which constitute a present and/or potential hazard to the safety of the employees and make recommendations for correcting any such reasonable effort to effect a decrease in the insurance rates charged to the BOROUGH.

ARTICLE 22

WELFARE AND LONGEVITY

A. The BOROUGH is presently providing Blue Cross/Blue Shield, Series 1420, Major Medical and New Jersey Dental Plan for the benefit of the employees under the terms of the prior Agreement. The BOROUGH shall continue providing such coverage but, at the time said insurance coverage expires, according to the terms of those policies, coverage for dental shall be deleted from such policy or policies. Thereafter, coverage for vision,

dental and prescription medication shall be provided to the employees through the "Teamsters Local 97 Insurance Program". The cost of this coverage shall be borne by the BOROUGH.

The BOROUGH shall also provide Disability Insurance coverage for the benefit of the employees, the cost of which shall be paid 50% by the BOROUGH and 50% by each employee. Coverage for employees shall be for base salary only, exclusive of overtime and longevity. Notwithstanding any future increases in premium, the cost shall be borne, as set forth above, 50% by the BOROUGH and 50% by the employee.

B. The employees of the Department of Public Works shall be entitled to longevity pay for compensation in accordance with the following:

<u>Time Increment</u>	<u>Percent</u>
Hire date but less than 5 years	0
5 years but less than 10 years	2
10 years but less than 16 years	3
16 years but less than 20 years	5
20 years but less than 25 years	6
25 years or more	8

ARTICLE 23

STRIKES AND WORK STOPPAGE

Recognizing that the BOROUGH is a Municipal Corporation charged with the duty of protecting the health, safety and

welfare of the people of the community and that the purpose of this Agreement is to provide for a mutually satisfactory understanding between the **BOROUGH**, as employer, and the employees and to establish and maintain greater efficiency and productivity on the part of the employees at a fair rate of compensation as well as satisfactory working conditions of the employees, it is hereby understood and agreed that the employees are not entitled to strike, slow down or to take any other collective action in the nature of a strike, work stoppage, job action or slow down to disable or hinder the **BOROUGH**, as employer, in the discharge of its statutory and governmental duties. The **UNION** and the employees represented hereby agree that such action or actions would constitute a material breach of this Agreement. Nothing contained in this Agreement shall be construed to limit or restrict the **BOROUGH** in its right to seek and obtain such judicial relief as it may be entitled to have, in law or in equity, for injunctive relief or for damages or both in the event of such breach. It is further agreed that participation in any such illegal activity by any employee represent by the **UNION** shall constitute sufficient ground for termination of the employment of such employee or employees. The **BOROUGH** agrees that it will not, during the term of this Agreement, engage in any unlawful lock-out or shut-down.

ARTICLE 24

DEDUCTION OF UNION DUES

A. The BOROUGH agrees to deduct the UNION monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the BOROUGH by the Treasurer of the UNION and the aggregate deductions of all employees shall be remitted to the Treasurer of the UNION together with a list of names of all employees for whom the deductions were made, on or about the 15th day of the succeeding month after deductions are made. This authorization shall be irrevocable during the term of this Agreement, or as may otherwise be provided in applicable statutes.

The UNION agrees to indemnify and hold the BOROUGH harmless against any and all suits, orders, judgments or issues against the BOROUGH as a result of any action taken or not taken under the provisions of this Article.

B. REPRESENTATION FEE IN LIEU OF DUES

1. Upon the request of the UNION, the employer shall deduct a representation fee from the wages of each employee of the unit who is not a member of the UNION, all in accordance with N.J.S.A. 34:13A-5.5 and 34:13A-5.6.

2. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.

3. The amount of said representation fee shall be certified to the employer by the UNION, which amount shall not exceed 85% of the regular membership dues, fees and assessments charged by the UNION to its own members.

4. The UNION agrees to indemnify and hold the employer harmless against any liability, cause of action or claims of loss whatsoever arising as a result of said deductions.

5. The employer shall remit the amounts deducted to the UNION monthly, on or before the 15th of the month following the month in which such deductions were made.

6. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A:5.5(c) and 5.6, and membership in the UNION shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the employer shall immediately cease making such deductions.

7. This article is subject to all provisions of Title 34 of N.J.S.A.

ARTICLE 25

EMERGENCIES

It is understood and agreed that when the Mayor and Council or the Superintendent declares an emergency, all of the employees

of the Department of Public Works, when called, shall respond for emergency work as may be required for emergent conditions or circumstances.

ARTICLE 26

AGREEMENT TERMINATION

This Agreement shall be effective as of January 1, 1989, and shall remain in full force and effect until the 31st day of December, 1991. This Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing ninety (90) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations between the parties shall begin no later than sixty (60) days prior to the anniversary date. This Agreement shall remain in full force and effect during the period of negotiations and until the termination date hereof.

ARTICLE 27

COMPLETENESS OF AGREEMENT

This Agreement constitutes the entire collective bargaining agreement between the parties and includes and settles for the term of this Agreement all matters which were or might have been raised in all collectiving bargaining negotiations leading to the signing of this Agreement. After this Agreement has been duly distributed to each employee of the Department of Public Works.

ARTICLE 28

DESIGNATION LEAD MEN - TOOLS - PROBATION
PERIOD - REFERENCE TO OTHER DOCUMENTS

A. Wages to be received by each employee of the Department of Public Works shall be as set forth on the Appendix attached hereto. The employees, through their UNION representatives and the BOROUGH, acknowledge that each employee's rate of pay was bargained for, both individually and collectively, and shall be binding conclusively upon all employees and all parties for the period of this Agreement.

B. It is further acknowledged that the designation of "Lead Man", though negotiated and bargained for in this Agreement, shall not prohibit the Superintendent from so designating other or different employees during the term of this Agreement. Persons so designated "Lead Man" shall receive an annual salary supplement of One Thousand and 00/100 Dollars (\$1,000.00). In the event an employee is designated "Lead Man" for less than a full year, the salary supplement shall be prorated for the remaining term of the year.

C. In addition to the wages to be received by any person employed by the BOROUGH as mechanic, the BOROUGH shall pay such persons the sum of \$100.00 per year for tool replacement after completion of one (1) full year of employment.

D. Probation Period - New Employees: Each new employee shall be on probation for a period of three (3) months from the date of his hire, unless said period is extended by the BOROUGH for a period not in excess of six (6) months from the date of hire and provided that the written consent of the UNION is obtained. If such employee is continued in his employment after the probation period and after written recommendation by the Superintendent to the Mayor and Council, he shall receive the pay scale provided for on the Appendix attached hereto.

E. All other rights and obligations set forth in the Administrative Manual (A.M.I.) shall be and are hereby made part of this Agreement and shall accrue to the benefit of and be binding upon the employees, except where inconsistent with this Agreement, in which case, this Agreement shall supersede said Manual.

ARTICLE 29

RETIREMENT

It is agreed that the retirement age for employees covered by this Agreement shall be the retirement age permitted under the New Jersey P.E.R.S. system. In addition, it is further agreed that upon an employee's retirement, the BOROUGH will provide said employee with the same medical insurance as that enjoyed by active employees under current agreements. This benefit shall not extend to the spouse or dependents of the employees.

ARTICLE 30

MUNICIPAL SANITATION CONTINGENCY

In the event the **BOROUGH** of Maywood determines that it shall return to Municipal sanitation collection, it is agreed that employees of the sanitation branch shall fall under the jurisdiction of the Department of Public Works and, therefore, shall become a part of the bargaining unit covered under this Agreement. In such event, except for starting salaries, which are deemed to be under the exclusive jurisdiction of the **BOROUGH**, all future salaries and benefits shall become a part and parcel of the contract with this bargaining unit and shall be negotiated with representatives of said unit.

ARTICLE 31

SALARIES

Salaries, during the term of this contract, are set forth in the Schedules attached hereto and made a part hereof. For purposes of reference, said salaries reflect the following increases over salaries earned by employees during calendar year 1988: For 1989 - 6.5%; for 1990 - 6% over 1989 salaries; for 1991 - 6% of 1990 salaries.

ARTICLE 32

MISCELLANEOUS

If any provisions of this Agreement shall be declared invalid by any Court of competent jurisdiction, such judgment shall not affect any other provision of this Agreement. The provisions of this Agreement shall be severable for such purpose.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officials and/or corporate officers, seals affixed hereto, the month and year first above written.

BOROUGH OF MAYWOOD

TEAMSTERS LOCAL NO. 97 OF
NEW JERSEY

JOHN A. STEUERT, JR., MAYOR

ATTEST:

MARY ANNE RAMPOLLA, DEPUTY
BOROUGH CLERK

ATTEST:

Secretary/Treasurer

Representative

SCHEDULE "A"

MAYWOOD
DEPARTMENT OF PUBLIC WORKS
HOURLY WAGE SCHEDULE*

<u>Job Description</u>	<u>1989</u>	<u>1990</u>	<u>1991</u>
Probation Roadman	\$ 9.77	\$10.36	\$10.98
Probation Mechanic	\$10.25	\$10.86	\$11.51
Probation Field Maintenance Man	\$ 9.77	\$10.36	\$10.98
Roadman - between a minimum of and a maximum of as determined by the Mayor and Council	\$10.33 \$10.80	\$10.95 \$11.45	\$11.61 \$12.13
Mechanic - between a minimum of and a maximum of as determined by the Mayor and Council	\$11.50 \$13.97	\$12.15 \$14.81	\$12.88 \$15.70
Sweeper/Operator	\$10.33	\$10.95	\$11.61
Field Maintenance Man - between a minimum of and a maximum of as determined by the Mayor and Council	\$10.33 \$10.64	\$10.95 \$11.28	\$11.61 \$11.95
Custodian of Public Buildings - between a minimum of and a maximum of as determined by the Mayor and Council	\$10.02 \$10.47	\$10.62 \$11.10	\$11.26 \$11.76
Custodian & Utility Man	\$10.02	\$10.62	\$11.26

* Workers assigned to bucket duty as tree trimmers shall receive a five percent (5%) increase in hourly wages for the time actually spent in the bucket - effective 3/1/89.

SCHEDULE "A"

SCHEDULE "B"

MAYWOOD
DEPARTMENT OF PUBLIC WORKS
SALARY SCHEDULE

<u>Job Description</u>	<u>1989</u>	<u>1990</u>	<u>1991</u>
Probation Roadman	\$20,318	\$21,537	\$22,830
Probation Mechanic	\$21,306	\$22,585	\$23,940
Probation Field Maintenance Man	\$20,318	\$21,538	\$22,830
Roadman - between a minimum of and a maximum of as determined by the Mayor and Council	\$21,493 \$22,459	\$22,782 \$23,807	\$24,150 \$25,235
Mechanic - between a minimum of and a maximum of as determined by the Mayor and Council	\$23,826 \$29,058	\$25,256 \$30,802	\$26,770 \$32,650
Sweeper/Operator	\$21,493	\$22,782	\$24,150
Field Maintenance Man - between a minimum of and a maximum of as determined by the Mayor and Council	\$21,493* \$22,130	\$22,782 \$23,459	\$24,150 \$24,866
Custodian of Public Buildings - between a minimum of and a maximum of as determined by the Mayor and Council	\$20,837 \$21,764	\$22,087 \$23,070	\$23,412 \$24,454
Custodian & Utility Man	\$20,837	\$22,087	\$23,412

* Field Maintenance Leadmen shall receive an additional \$1,000.00 annual supplement to salary.

SCHEDULE "B"